



Human Resources



Do you employ staff?

Forthcoming Employment Law Update - August 2024

In this newsletter we summarise forthcoming legislation which is expected over the next few months. Further details will be provided in due course, and if possible, prior to enforcement.

September 2024

- **The Workers (Predictable Terms and Conditions) Act 2023 (and secondary regulations)**

These regulations are expected to come into force approximately one year after receiving Royal Assent, which was given on 8 September 2023. The Act will give eligible workers (such as those on zero hours contracts and agency workers) a new right to request a more predictable working pattern. An associated Code of Practice will provide advice to employers on handling requests for a predictable working pattern. If a worker's existing working pattern lacks predictability in terms of the hours they work, the times they work or the length of their contract, they will be able to make a formal request (similar to making a request for flexible working) to change their working pattern to make it more predictable. Once a worker has made their request, their employer will be required to notify them of their decision within one month.

- **Sexual Harassment and Harassment at Work: Technical Guidance**

It is expected that a revised version of the Equality and Human Rights Commission's (EHRC) 'Sexual Harassment and Harassment at Work: Technical Guidance', will be published, to bring it in line with the Worker Protection (Amendment of Equality Act 2010) Act 2023.

October 2024

- **Employment (Allocation of Tips) Act 2023 (and associated Code of Practice)**

From 1 October 2024, under the Employment (Allocation of Tips) Act 2023, and the associated Code of Practice on the fair and transparent distribution of tips, all hospitality, leisure and service employers will be required to fairly allocate tips to staff and have a policy in place to explain how allocation will work in practice. The associated bill passed its second reading in parliament in mid July. Workers will also have a new right to request more information relating to an employer's tipping record, enabling them to bring forward a credible claim to an employment tribunal. The October date may slip and if so, we will keep you updated.

- **The Worker Protection (Amendment of Equality Act 2010) Act and relevant secondary legislation.**

Expected sometime in October 2024, the Worker Protection (Amendment of Equality Act 2010) Act and relevant secondary legislation is expected to come into force, introducing a new proactive duty for employers to take reasonable steps to prevent sexual harassment of their employees. Employers will be required to take 'reasonable steps' to prevent sexual harassment. Tribunals will also have the power to uplift sexual harassment compensation by up to 25% where an employer is found to have breached this new duty.

- **The Neonatal Care (Leave and Pay) Act 2023**

Also expected in October 2024, under the Neonatal Care (Leave and Pay) Act 2023, parents of babies who are admitted to hospital before 28 days old and for at least one week will get a maximum of 12 weeks leave, paid at the statutory rate, in addition to maternity/paternity leave. The additional leave will be a day-one right and will enable parents to spend more time with their babies whilst they are receiving neonatal treatment. Payment for leave may be dependent upon service requirements. The associated bill passed its second reading in parliament in mid July. The October date may slip and if so, we will keep you updated.

How can we Help?

If you have any queries relating to the content of this newsletter, or any other HR related topic, please don't hesitate to contact us via hradvice@hasslefreehr.co.uk.

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